

Data Research Associate Position at Lotus

About Lotus

Lotus Engineering and Sustainability has delivered responsible and progressive sustainability solutions for public and private sector clients since 2012. Our consulting services combine the technical and pragmatic approaches of engineering and business with the holistic and innovative approaches of efficiency and sustainability. We excel at helping clients look at their sustainability and social initiatives through various lenses including public relations, financial, political, and environmental impact.

The work we do makes a difference, and we want a broad audience to engage with it.

- We recognize that great relationships form the foundation for great projects. We take the time to get to know our clients – their context, motivation, and goals. We invest in our relationships with our employees and contractors because we recognize that they are integral to our success.
- We do great work, and we turn it around quickly so that our clients can deliver on their commitments.
- We use a wide range of communication skills to deliver the results of our analysis so that non-technical audiences can use them to make decisions.

Our projects address sustainability, climate action, and resiliency planning; greenhouse gas accounting; environmental justice and social equity issues; energy efficiency program development and management; and market/regulatory analyses.

Team Environment

Lotus believes that collaboration and cooperation result in better outcomes for our clients and our team members. We respect the unique talents and perspectives that each person brings to our team and encourage them to leverage those skills to bring value to our clients. Our success as a team is intertwined with the success of each individual.

We rely on our team members to deliver high-quality work on time and on budget in a fast-paced, demanding environment. We are able to be responsive to our clients because we are responsive within our team. We are an organization that relies on effective and proactive communication, typically during regular business hours, to achieve our goals.



We succeed because we consider issues from many points of view. We assess how someone else's context affects their position on an issue; we do this for each stakeholder in a discussion, whether it is inside a client organization or in a broader group. We take the time to synthesize these perspectives and identify solutions that create lasting benefits. Each team member contributes their unique experiences and perspectives to consider issues from many points of view.

A Week in the Life of a Lotus Employee in this Position

We are looking to support our growing business by hiring a Data Research Associate.

We are looking for someone who is willing to get their hands dirty – to pitch in on all tasks that come up in the course of business. We need you to be flexible and nimble, willing to adapt to the needs of a business in a rapidly evolving market.

Our business model relies on your ability to work independently, ask good questions at the right time, and figure things out on your own. We need you to be resourceful, quickly leveraging the contacts and resources at your disposal in a strategic manner to work through day-to-day challenges.

During the course of a given week, we'll ask you to employ a broad range of skills. We'll ask you to use both sides of your brain. Some of your work will support our business development efforts, but most of your work will support our projects. **This role will mostly focus on our greenhouse gas and environmental data work.** Here's a snapshot of some of the work that we currently anticipate:

More than anything else, we'll rely on you to synthesize research and conduct quantitative analysis.

- *Research*
 - o Identify, organize, and convert research into metrics or inputs for carbon and GHG accounting and modeling.
 - o Support research into general climate and sustainability topics.
 - o Conduct literature reviews that help inform client sustainability and climate reports and narratives.
 - o Economic research to support cost modeling.

- *Quantitative Analysis*
 - o Collect, clean, and manipulate collected data and transform data into the necessary formats for emissions calculations and modeling.
 - o Calculate greenhouse gas emissions.
 - o Contribute to the development of modeling tools, including cost and GHG strategy models.
 - o QA/QC of data spreadsheets.

We'll ask you to help us craft a story that explains our work.

- Use the results of our analysis to develop charts and graphs in Excel that convey our main points.

- Create or contribute to StoryMaps.
- Develop presentations of our work for non-technical audiences or to conference crowds.
- Contribute to interactive dashboards, graphics, and infographics.

We'll ask you to write (not limited to):

- Write a summary report that translates technical information into plain English to make it accessible and tangible for non-technical audiences.
- Write a summary of methods and protocols that describe our GHG accounting and modeling work.
- Write case studies and memos.
- Proofread our documents.

In the future, we'll ask you to support the management of projects (not limited to):

- Scope projects.
- Ensure that our clients' needs and wants are met.
- Ensure projects stay on budget and meet designated timelines.

This position requires a candidate with the following qualifications:

- Expert understanding of Microsoft Excel and Word.
- A passion and enthusiasm for the work we do with public and private sector clients.
- Undergraduate or graduate degree that includes some combination of quantitative and qualitative skills.
- At least 1-5 years of interdisciplinary work experience that demonstrates progressively increasing levels of responsibility.
- A clear history of working on multiple tasks/ projects within established timelines.
- A history of successful, creative problem-solving.
- A history of self-education on issues outside the immediate scope of prior work.
- Strong history of self-management and being self-sufficient.

Other desirable attributes include:

- Experience with greenhouse gas accounting.
- Knowledge of environmental economics.
- Strong communication skills, including writing, graphics, verbal, and presentations.
- Experience in Canva or other design software.
- Experience in ArcGIS Online or other GIS software.
- Experience with PowerBI and/or Tableau.
- Website design.
- Spoken and written fluency in both English and Spanish.

Compensation: and Benefits: Salary commensurate with experience with a range of \$50,000-\$60,000. This range is based on a 40-hour workweek. ***We highly value work-life balance and rarely work more than 40 hours per week.***



A full-time employee will be eligible to participate in Lotus' medical and dental plan, and matching 401K (up to 3%). Lotus observes 10 holidays for full-time employees and offers a flexible work schedule with unlimited PTO that allows employees to own their work-life balance. Instead of tracking PTO, employees are assigned quarterly target hours that include 40 working hours per week with 15 *suggested* vacation days and 10 holidays per year – employees are not limited to that suggested time off but are fully responsible for meeting their targets.

Additional benefits include: Volunteer and Board time up to 30 hours per year, annual training and professional development budget, employee donation matches, and 6 weeks of paid parental leave.

Location and Schedule: We are open to remote or Denver-based employees. If in Denver (or the surrounding Metro area), the work would primarily take place at Lotus' Denver location (Steno – 1627 Vine St. near City Park). Note that Denver area employees can remotely work for multiple days a week. We are open to remote working as long as employees are available to chat or email during normal business hours. The office is generally open from 9 am – 5 pm (Mountain Time) Monday through Friday. Remote applicants would need to provide evidence of experience of effectively working remotely.

We expect periodic meetings in and around Denver and occasional client-related meetings throughout Colorado and nationally.

To apply

Please submit the following documents to hello@lotussustainability.com with the position name in the title followed by your name "Research Associate – [Your name]":

- **Resume and Cover Letter** – Help us understand why you're the right fit for our team. Tell a story, highlight your most applicable skills, do whatever you think will capture the essence of what you'll bring to the table. Cover letters should address your ability to meet the job responsibilities in the Required Qualifications section. Please include 2-3 references.
- **Data Communication Sample** – As noted above, we use a wide range of communication skills to deliver the results of our analysis so that non-technical audiences can use them to make decisions. Please demonstrate your ability to communicate data through visuals (charts/graphs/GIS Maps/StoryMap, etc) and/or writing.

The review of materials is ongoing and will continue until the position is filled. Early application is strongly encouraged.

Research shows women and other underrepresented and historically marginalized groups tend to apply only when they check every box for job qualifications. If you are reading this and hesitate to apply for that reason, we encourage you to apply.